

INTEROFFICE MEMO

DATE: July 12, 2012
TO: FILE
CC: MICHAEL S. MENCHACA
FROM: Jamie Hamilton

Location: 015 - Western Hills HS

Accused: **GEORGIA N CLARK** Teacher:

Hire Date: 8/3/1998
NOT ON LEAVE

Reporting Person: Rufino Mendoza, Director ER/HCM

Allegation(s): INAPPROPRIATE BEHAVIOR - Ms. Clark had reportedly told two counselors that she had suspected that teachers M. Yeager and C. Walters were having an affair. Yeager and Walters were informed about Clark's reported comments and believe that Ms. Clark had engaged in harassment a

Witness(es): Valerie King, Counselor and Cari Bounds, Counselor

Investigation Timeframe: Received: 6/12/2012 Initiated: 6/12/2012

Findings: INAPPROPRIATE BEHAVIOR - SUBSTANTIATED

Disposition: **HANDLED ON CAMPUS**

Condensed Narrative:

History:

Ms. Clark's OPS history is under a previously used last name, Zuckline.

3/6/07: Leonard Middle School- Ms. Clark kicked a student on the foot, no injury. Ms. Clark received a Letter of Concern and completed Specialized Training.

1998: Ms. Clark was placed on Administrative Leave pending a transfer to another campus for the 1999/2000 school year. Ms. Clark was alleged to have spoken to students in a threatening manner.

Narratives

Georgia Clark, English Teacher assigned to Western Hills High School, reportedly told two school counselors, Valerie King and Cari Bounds that teaches Carey Walters and Michael Yeager were having an affair. Ms. Bounds reportedly told Mr. Yeager about the allegation and Mr. Yeager was offended by the accusation and reported it to James Wellman, Principal and to Rufino Mendoza, Director of Employee Relations. Mr. Yeager informed Carey Walters about the accusation and she too reported the information to Mr. Wellman and Mr. Mendoza. Mr. Yeager and MS. Walters reported that they believe Ms. Clark's comment was slanderous and a form harassment. Principal James Wellman contacted OPS upon discovering the allegations on 6/11/12. Mr. Wellman sought advice on how to address the incident; since Ms. Clark is no longer under contract at this time. Case assigned to Investigator Jamie Hamilton.

Ms. Hamilton initially spoke to Mr. Wellman when he called OPS on 6/12/12. Ms. Hamilton advised Mr. Wellman that if staff were willing to speak to him while they were off contract he could speak with them. Mr. Wellman informed Ms. Hamilton that he planned to reprimand Ms. Clark if the allegation was substantiated.

Mr. Yeager and Ms. Walters had reported their concerns to Mr. Wellman, but it appears that after they consulted with the campus UEA representative, they did not believe that Mr. Wellman was taking appropriate action on the matter and Yeager and Walters wanted to pursue the matter through a formal complaint process with Mr. Mendoza, who is also the Sexual Harassment Coordinator for the District.

Ms. Hamilton received copies of the emails and statements submitted by Mr. Yeager and Ms. Walters. Mr. Yeager and Ms. Walters deny the accusation that they are involved in an affair. Mr. Yeager's statement indicated that he had been informed about Ms. Clark's comment by campus counselor Carey Bounds, "Yesterday I was in the Counseling Office speaking with one of the Counselor's, Cari Bounds. She looked very upset and told me that she wanted to tell me something. She informed me that another Western Hills employee, Georgia Clark had told her and possibly another counselor that I was having an affair with Carey Walters, another teacher on campus. ..." [sic]

Ms. Walters' statement indicated that she had been informed about the accusation by Mr. Yeager, who had reported to her how he was informed of the information. Ms. Walters' statement reflected a previous unreported issue with Ms. Clark, "...This is not the first issue I have had with Ms. Clark. I had to meet with her every other day last school year for content planning. She spent most of the time talking about her personal life. One day she decided to talk about her past sex life. I spoke to Mr. Boston [our UEA rep.] regarding this and he suggested I write a complaint, unfortunately I chose not to. Instead, I told Mr. Wellman I did not feel comfortable meeting with her anymore. ..." [sic]

Michael Menchaca, OPS Director, contacted counselor Valerie King to obtain information. Ms. King submitted a statement to Mr. Menchaca, which reflected that Ms. Clark had told her that she [Clark] thought that Yeager and Walters were having an affair.

Ms. Hamilton contacted counselor Cari Bounds on 6/19/12. Ms. Bounds sounded groggy and informed Ms. Hamilton that she had just had surgery.

Mr. Yeager contacted Michael Menchaca, OPS Director on 6/25/12, to report that he was approached by a co-worker over the weekend who openly asked him if he was having an affair with Ms. Walters. Mr. Yeager was upset about the incident because his 12 year old daughter was present during the incident. Mr. Yeager reported that he contacted Omar Ramos, Director of Western Hills High School, to ensure that his complaint is given adequate attention and to request that Ms. Clark be disciplined for his actions.

Ms. Hamilton contacted Ms. Clark on 6/25/12 to schedule an appointment with her to discuss the allegations. Ms. Clark informed Ms. Hamilton that she would not agree to an interview without her UEA representative. Ms. Hamilton gave Ms. Clark the OPS phone number and asked Ms. Clark to have her UEA representative contact OPS.

Ms. Hamilton received a phone call from Steven Poole, UEA on 6/25/12. Mr. Pool was advised that OPS needed to meet with Ms. Clark. Mr. Pool reported that he would arrange for Ms. Mozingo, UEA attorney to accompany Ms. Clark to OPS on 6/26/12.

Ms. Hamilton met with Georgia Clark and Melissa Mozingo, UEA attorney at OPS on 6/26/12. Ms. Clark and Ms. Mozingo were advised of the allegations. Ms. Clark admitted to making a comment to Valerie King that insinuated that Ms. Walters and Mr. Yeager were having an affair; however, Ms. Clark prefaced her admission with the following information:

- Ms. Clark stated that it was commonly known at the campus that Mr. Yeager and Ms. Clark are friendly towards each other and are often seen talking to each other during the day.
- Ms. Clark stated that when she first arrived at WHHS she saw a sign on Mr. Yeager's door that read, "Mr. Carey Walters." Ms. Clark stated that she thought that Mr. Yeager's name was "Carey Walters."
- Ms. Clark stated that when she spoke to Valerie King on 6/4/12, it was Ms. King who started the conversation about Ms. Walters. Ms. Clark stated that Ms. King had informed her that she [King] was upset with campus administration because they treated Ms. Walters like a "pet." Ms. Clark stated that it was at that point that she shared her suspicions with Ms. King. Ms. Clark stated that no one else was present in the room when she spoke to Ms. King. Ms. Clark stated that she only told Ms. King that she believed Ms. Walters and Mr. Yeager were having an affair.

Ms. Clark also stated that she worked closely with Ms. Walters last year and that Ms. Walters had shared a lot of personal information with her, none of the information shared by Ms. Walters pertained to Mr. Yeager. It should be noted that Ms. Walters originally reported that it was Ms. Clark who shared information with her.

Ms. Clark submitted a statement on 6/26/12 that read:

"Because I stayed in a portable building my first year there, I had difficulty learning the faculty's names. However, I did notice a sign on the male teacher's door that identified him as "Mr. Carey Walters." I thought this was his last name for several weeks. He was actually Mickey Yeager, but I did not know his real identity for almost a year.

2. On June 1, 2012, Alesha Price informed me that Carey Walters was getting a divorce. I did not respond to this statement.

3. On June 4, I spoke with Valerie King in Mrs. King's office. The door was shut to her office. I brought up in passing that I thought an affair might be about to happen but wouldn't really know anything until next fall. Valerie asked me who the two people were and I didn't want to share my information because I also said I was probably wrong anyway. Valerie assured me that she wouldn't mention what I said to her. When I told her the two names, she said that I was wrong because she knew the man and that he wouldn't do that kind of thing. I then reaffirmed that I was wrong and we both laughed at my silly comment. I spoke to no one about what we had discussed and considered the matter closed." [sic]

Given the information gathered the allegation of inappropriate behavior by Ms. Clark, as it pertains to gossip about an alleged affair between co-workers, is substantiated. The comment was inappropriate and served no professional purpose. OPS reviewed this matter with the case review committee on 6/26/12. The committee recommended that this matter be returned to the campus to be addressed by the Principal, James Wellman.

Email notice to UEA and Mr. Wellman about the findings and case review committee recommendations.

Case closed, handled on campus per case review committee.

INTEROFFICE MEMO

TO: FILE
CC: MICHAEL S. MENCHACA
FROM:

Job Location 015 - Western Hills Incident Location: 061 - Leonard MS
Accused: GEORGIA N CLARK Teacher Hire Date: 8/3/1998
NOT ON LEAVE
Reporting Person: Dean Pritchett, Principal
Contract Status: Continuing
Allegation(s): INAPPROPRIATE PHYSICAL CONTACT
Witness(es):
Investigation Timeframe: Received: 3/6/2007 Initiated: 3/6/2007 Closed: 3/6/2007
Findings: INAPPROPRIATE PHYSICAL CONTACT - SUBSTANTIATED W/O MALICE

Disposition: SPECIALIZED TRAINING: 3/29/2007
LETTER OF CONCERN

History:

Incident Date	Received Date	Incident Location	Allegation	Finding	Disposition
3/06/2007	3/06/2007	061 - Leonard	Inappropriate Physical Contact	Substantiated w/o Malice	Specialized Training; Letter of Concern
6/12/2012	6/12/2012	015 - Western Hills	Inappropriate Behavior	Substantiated	Reviewed / Deferred to Campus or Supervisor
11/06/2013	11/07/2013	015 - Western Hills	Inappropriate Language	Substantiated	Suspension Without Pay; Reassignment
5/28/2019	5/29/2019	001 - Carter-Riverside, Amon	Inappropriate Language		

Narrative:

Type Of Allegation: PHYSICAL Type Of File: EMPLOYEE INVESTIGATION
Relationship: EMPLOYEE TO STUDENT Allegation: Ms. Clark allegedly kicked a student on the foot. The student reported the incident to his mother who, in turn, reported it to the

Principal. Mr. Pritchett collected statements and forwarded them to The Office of Professional Standards (OPS). Recommendations: SUBSTANTIATED LETTER OF CONCERN
SPECIALIZED TRAINING Special Investigations Status: In light of the circumstances involved with this incident, the allegations of PHYSICAL - KICKING THE STUDENT ON THE FOOT IS SUBSTANTIATED WITHOUT MALICE. Mr. Pritchett was advised and is in favor of issuing Letters of Concern to Ms. Clark for her actions. Michael Menchaca reviewed the incident and planned remediation with Bertha Whatley and Carla Kaufman. Both agreed that the Letter of Concern is appropriate but added Ms. Clark should participate in Specialized Training through OPS. Michael Menchaca will advise UEA. Case closed pending issuance of the Letter of Concern and completion of specialized training. Current Status: Student statements indicate Ms. Clark made contact with [REDACTED] when she kicked [REDACTED] on the underside of [REDACTED] foot. The severity/intensity of the kick was described by one student as "hard." Mr. Pritchett will have Ms. Clark report to OPS later this afternoon. Ms. Clark appeared at OPS with her representative, Cheryl Roucher for an interview with Michael Menchaca. Ms. Clark acknowledged contact was made with the student but insisted the contact was not intended to hurt the student but merely to move the student's foot from the camera she was using to film a piece for her drama class. Report Completed By: Michael S. Menchaca

INTEROFFICE MEMO

TO: FILE
CC: MICHAEL S. MENCHACA
FROM: Melinda Blansett

Job Location	015 - Western Hills	Incident Location:	015 - Western Hills HS
Accused:	GEORGIA N CLARK	TCHR GRADE 9-12	Hire Date: 8/3/1998 ON LEAVE: 11/8/2013 - 1/10/2014
Reporting Person:	Tracy Cass, Assistant Principal		
Contract Status:	TCHR CONTINUING		
Allegation(s):	INAPPROPRIATE LANGUAGE - Allegedly made inappropriate racial comments to students such as referring to a group as "little Mexico" and calling another "white bread"		
Witness(es):	18 student witnesses		
Investigation Timeframe:	Received: 11/7/2013	Initiated: 11/7/2013	Closed: 1/3/2014
Findings:	INAPPROPRIATE LANGUAGE - SUBSTANTIATED		
Disposition:	SUSPENSION WITHOUT PAY: 1/28/2014 REASSIGNMENT: 1/13/2014		

History:

Incident Date	Received Date	Incident Location	Allegation	Finding	Disposition
3/06/2007	3/06/2007	061 - Leonard	Inappropriate Physical Contact	Substantiated w/o Malice	Specialized Training; Letter of Concern
6/12/2012	6/12/2012	015 - Western Hills	Inappropriate Behavior	Substantiated	Reviewed / Deferred to Campus or Supervisor
11/06/2013	11/07/2013	015 - Western Hills	Inappropriate Language	Substantiated	Suspension Without Pay; Reassignment
5/28/2019	5/29/2019	001 - Carter-Riverside, Amon	Inappropriate Language		

Narrative:

HISTORY:

3/2007 - OPS case SUBSTANTIATED - Inappropriate physical contact. Ms. Clark kicked a student. According to OPS records Ms. Clark was to be issued a Letter of Concern. No record of the letter found by OPS. Ms. Clark completed individualized training on 3/29/07.

8/2012 - CAMPUS case - SUBSTANTIATED - Ms. Clark was issued a Letter of Reprimand by Principal Wellman for making inappropriate, unprofessional comments about two (2) co-workers.

CURRENT ALLEGATION:

Ms. Clark, Reading Teacher at WHHS, allegedly made inappropriate, racial comments to students by addressing a group of Hispanic students as "little Mexico" and calling a caucasian student "white bread." In addition, it has been alleged that the class is separated by race.

Ms. Cass, Assistant Principal, reported the allegation to the Office of Professional Standards (OPS) on 11/7/13. The information was brought to Ms. Cass by a student, [REDACTED] who was sent to Ms. Cass by Ms. Clark for being tardy. Ms. Blansett requested statements from Ms. Cass. In addition, Ms. Blansett asked Ms. Cass to observe the 5th period class to see if she could see a separation of students due to race.

Ms. Blansett originally received sixteen (16) student witness statements fro the 5th period class in which the original allegation came from. In addition, as requested by Ms. Blansett, four (4) additional statements were received from students in different class periods.

Fifteen (15) of the original statements received from the campus reflect that Ms. Clark has made statements using the term "little Mexico" as well as other inappropriate racial remarks such as the "white bread" remark. Four (4) of the statements received in the other class periods. All of the statements can be located in the OPS case file.

[REDACTED] - "... The class was supperated. The Mexicans on one side and the white and black people on another side. She had told the Mexicans that there Mexico and that the white and blacks are America. The said that the Mexicans need to cross the border to come to America. She also was telling [REDACTED] he's a blood because his shoes were red... She told this girl [REDACTED] that was white bread..." [sic]

[REDACTED] - "... she said little Mexico was on one side of the room & they had to cross the border to get across the classroom. Yesterday she told me to be quite white bread."

[REDACTED] - "When Ms. clark lets us work in group my friends and I we get together to work in group. Then we speak Spanish and Ms. Clark call us Little Mexico." [sic]

[REDACTED] - "She always speak spanish to the hispanics like they don't speak english and uses stereotypes about blacks not leading to nothing but jail..." [sic]

In regards to the additional statements that were collected in different class periods, the students also report Ms. Clark making inappropriate remarks such as belittling other students but nothing in detail. [REDACTED] student wrote in part, "For much of the class Mrs. Georgia Clark

has been rude said many things that are simply inappropriate and at times fairly racist. There were times when I or other students were simply saying suggestions or things we noticed may come up in yearbook and she responded by belittling us or worse..."

On 11/8/13 Ms. Blansett interviewed Ms. Clark who was accompanied by UEA Representative Melissa Mozingo. Ms. Clark was advised of the allegations. Ms. Clark admitted to using the term "little Mexico." Ms. Clark told Ms. Blansett that she has taught some of these students for two (2) years and that she has that kind of student/teacher relationship with them.

Ms. Clark provided a statement that read in part, "*I have a group of students who segregate themselves in my 5th period Reading II class. While checking their work , I noticed that they were spending their time talking instead of working together. I decided it was time to mix the class together. When I asked them to blend in with the rest of the class, they informed me that they were fine where they were. That's when I said we weren't going to have Texas on one side and Little Mexico on the other side.*

I do not recall the conversation that included the word 'whitebread,' but I do recall the entire class was laughing at me.

I complimented [REDACTED] on his shoes. He asked me if I was inferring that he was in a gang. He was smiling at me when he said it... I did not accuse him of being in a gang..."

Mr. Carroll, Assistant Principal, observed the class on 11/7/13. He did not observe the students being separated in class.

Given the totality of the information obtained, the allegation of Inappropriate (racial) comments is SUBSTANTIATED.

Regardless of Ms. Clark's reasons for using the term "little Mexico" and "white bread," the fact remains that it is racially inappropriate. It was not found substantiated that Ms. Clark separated the students in her class based on race or any other reason.

FWISD Board Policy DH (Exhibit) reads in part, "***Standard 3.2. The educator shall not intentionally, knowingly, or recklessly treat a student or minor in a manner that adversely affects or endangers the learning, physical health, mental health, or safety of the student or minor.***

Standard 3.8. The educator shall maintain appropriate professional educator-student relationships and boundaries based on a reasonably prudent educator standard.

Anecdotal information: Mr. Wellman contacted Ms. Blansett on 11/8/13 and wanted to submit some additional information. The information involved Ms. Clark making an inappropriate statement to Larry Boston, co-worker.

The alleged incident that involved Mr. Boston occurred on 10/30/13 when Mr. Boston and Ms. Clark were reportedly in a conversation about a student. According to Mr. Boston, during that conversation, Ms. Clark made the statement about the female student "she was too busy hanging out with her black boyfriend in the afternoons to go out and sale ads [for the yearbook]." Mr. Boston wrote in part, "...***Her statement to me was racist. Her statement to***

me was judgmental about a student's relationship with another student."

Case information submitted for review.

11/12/13, The Review Committee heard the case information and decided to move forward with proposed termination. Ms. Clark will meet with Exec. Director, Rufino Mendoza, for a discussion of her options.

1/13/14, After UEA, Steven Poole, conferred with Superintendent, Walter Dansby, a resolution was reached. Per Mr. Mendoza, the allegations would be resolved by Ms. Clark voluntarily accepting three (3) days without pay, a Letter of Reprimand, and transfer to a new campus. According to Mendoza, Ms. Clark has been reassigned to DHJHS as of 1/13/14.

Case closed pending LOR and a one day pay deduction for three consecutive months (January - March).